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ABSTRACT

This document, which is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%, details the remuneration of graduates (as of July 1, 1994) in the following occupational categories: physical science; geological science; mathematical; computer science; chemical science; biological science; agriculture, forestry, and food service; and natural science. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. Included in the document are English and Afrikaans versions of the study report. (MN)

4 Natural and Computer Sciences

REMUNERATION OF GRADUATES

ED 401 473

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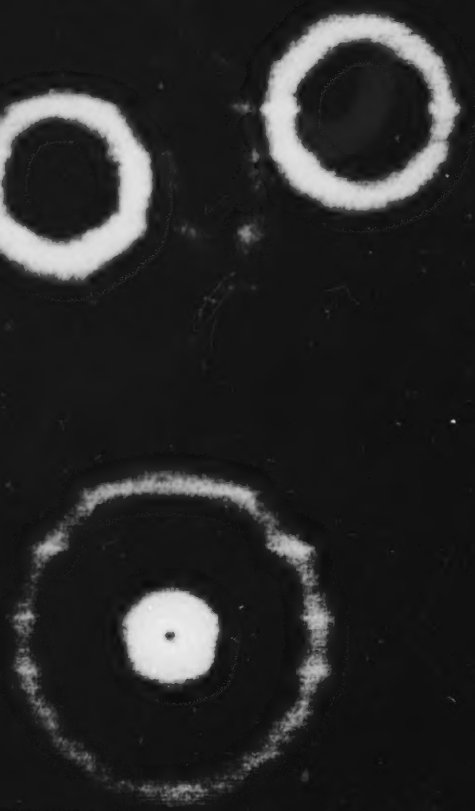

VERGOEDING VAN GEGRADUEERDES

4 Natuur- én Rekenaarwetenskappe

CE073012

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Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Natural, computer and agricultural science occupations

Natuur-, rekenaar- en landbouwetenskapberoepe

Remuneration of graduates

as at 1 July 1994

Johan Jacobs

Administrative support:-
Helmien Craemer
Annetjie Verster

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Johan Jacobs

Administratiewe ondersteuning:-
Helmien Craemer
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Natural, computer and agricultural science occupations

Natuur-, rekenaar en landbouwetenskapberoepe

Human Sciences Research Council **Raad vir Geesteswetenskaplike Navorsing**

Pretoria
1996

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The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

PHYSICAL SCIENCE OCCUPATIONS
- Physicist

GEOLOGICAL SCIENCE OCCUPATIONS
- Geologist
- Hydrologist
- Oceanographer

MATHEMATICAL & RELATED OCCUPATIONS
- Actuarial occupations
  - Actuary
  - Actuary clerk, assistant
- Statistical occupations

COMPUTER SCIENCE OCCUPATIONS
- Computer programmer
- Computer systems analyst & related
- Soft ware systems engineer/developer
- Computer consultant
- Information technology scientist

CHEMICAL SCIENCE OCCUPATIONS
- Chemist
- Biochemist

BIOLOGICAL SCIENCE OCCUPATIONS
- Biologist
- Zoologist and related occupations
- Botanical and related occupations
- Microbiologist & related occupations
- Nature conservation occupations
- Environmental conservation occupations
  - Environmental scientist
  - Ecologist

AGRICULTURE,FORESTRY & FOOD SCIENCE OCCUPATIONS
- Agricultural occupations
  - Agricultural researcher
  - Agriculturist, agricultural scientist
  - Agricultural consultant, extension officer
- Animal scientist and related
- Agronomical occupations
- Forestry occupations
- Food scientist
- Farm manager
- Farmer

NATURAL SCIENCE TECHNICIANS
- Agricultural technician

NATURAL SCIENCE OCCUPATIONS N.E.C.
- Natural sciences researcher
- Technical advisor, consultant

FISIESE WETENSKAPLIKE BEROEPE
- Fisikus

AARDWETENSKAPLIKE BEROEPE
- Geoloog
- Hidroloog
- Oseanograaf

WISKUNDIGE EN VERWANTE BEROEPE
- Aktuariële beroepe
  - Aktuaris
  - Aktuariële klerk, assistent
- Statistiese beroepe

REKENAARWETENSKAPBEROEPE
- Rekenaarprogrammeerder
- Rekenaarstelselanalis & verwante
- Sagtewarestelselingenieur/ontwikkelaar
- Rekenaarkonsultant
- Inligtingstegnologie wetenskaplike

CHEMIESE WETENSKAPLIKE BEROEPE
- Chemikus
- Biochemikus

BIOLOGIESE WETENSKAPBEROEPE
- Bioloog
- Dierkundige en verwante beroepe
- Plantkundige en verwante beroepe
- Mikrobioloog en verwante beroepe
- Natuurbewaringsberoepe
- Omgewingsbewaringsberoepe
  - Omgewingswetenskaplike
  - Ekoloog

LANDBOU-,BOSBOU- EN VOEDSELWETENSKAPBEROEPE
- Landboukundige beroepe
  - Landbounavorser
  - Landboukundige, -wetenskaplike
  - Landbou-adviseur, -voorligter
- Veekundige en verwante beroepe
- Akkerboukundige beroepe
- Bosboukundige beroepe
- Voedselwetenskaplike
- Plaasbestuurder
- Boer

NATUURWETENSKAPLIKE TEGNICI
- Landboutegnikus

NATUURWETENSKAPLIKE BEROEPE N.E.G.
- Natuurwetenskaplike navorser
- Tegniese adviseur, konsultant

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The information of this and previous surveys has been computerised and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens vir beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in the natural, computer and agricultural sciences as at 1 July 1994.

The information is widely used by career quidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die beroepsinkomste van gegradueerdes in die natuur-, rekenaar- en landbouwetenskappe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van indiwidue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmployeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

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3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uiters hoë of lae inkomstewaardes. Daar moet ook

75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmployeerd.*** Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

[1] Central Statistical Services 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.
Standaardberoepsklassifikasie. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve,Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmplojeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve,Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgewer betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserye
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein - en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheidsdienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmplojeerdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie

in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 8 according to geographical region, post level, work experience, working hours, economic sector, gender and population group. In these tables subtotals are not given for all the occupations. Occupational headings therefore do not necessarily apply to the occupations which follow.

The field of study and level of qualification referred to in Table 9 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 8 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, ekonomiese sektor, geslag en bevolkingsgroep. In hierdie tabelle word die subtotale nie vir al die beroepe gegee nie. Die beroepsopskrifte geld dus nie noodwendig vir die beroepe wat daarna volg soos die geval in tabel 1 is nie.

Die studierigting en kwalifikasievlak waarna in tabel 9 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(a)

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	35	11	42	731	58500	77800	91000	598	95500	NATUURWETENSKAPLIKE BEROEPE
121 PHYSICAL SCIENCE OCCUPATIONS	46	15	41	32	55700	73200	98800	28	104000	FISIESE WETENSKAPLIKE BEROEPE
•Physicist	46	18	41	28	54400	81500	99400	25	113100	•Fisikus
122 GEOLOGICAL SCIENCE OCCUPATIONS	37	13	40	80	68700	84000	99900	62	102500	AARDWETENSKAPLIKE BEROEPE
•Geologist	36	11	41	47	68900	83900	100000	36	99200	•Geoloog
•Geological science occupations n.e.c.*	39	16	40	26	64700	84100	95200	19	100300	•Aardwetenskaplike beroepe n.e.g. *
Hydrologist	35	11	41	14	62700	84100	104000	11	98700	Hidroloog
Oceanographer	47	20	41	10	78200	84200	91000			Oseanograaf
123 MATHEMATICAL & RELATED OCCUPATIONS	36	15	39	34	67600	85300	104300	32	103500	WISKUNDIGE EN VERWANTE BEROEPE
•Statistical occupations	36	13	38	25	62700	84500	101400	23	99300	•Statistiese beroepe
124 COMPUTER SCIENCE OCCUPATIONS	31	8	40	97	59000	73900	87700	82	92000	REKENAARWETENSKAPBEROEPE
•Computer programmer	29	6	39	58	56000	71200	81300	50	84100	•Rekenaarprogrammeerder
•Computer systems analyst & related	36	15	39	22	79000	85700	104800	18	116900	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.	33	8	40	17	62100	71000	86500	14	91400	•Rekenaarwetenskapberoepe n.e.g.
125 CHEMICAL SCIENCE OCCUPATIONS	34	11	40	77	55900	73100	95400	62	88600	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	33	11	40	60	53400	72400	97000	49	90800	•Chemikus
•Biochemist	35	12	40	17	57000	75400	86600	13	86400	•Biochemikus
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
126 BIOLOGICAL SCIENCE OCCUPATIONS	36	11	42	184	52700	75100	86500	146	91500	BIOLOGIESE WETENSKAPLIKE BEROEPE
•Biologist	35	12	43	22	46400	57400	87300	19	78700	•Bioloog
•Zoologist and related occupations	43	19	42	42	68600	78100	84700	34	98400	•Dierkundige en verwante beroepe
•Botanical and related occupations	35	9	42	25	47600	65100	87500	21	81100	•Plantkundige en verwante beroepe
•Microbiologist & related occupations	32	7	40	20	45700	66200	81000	16	84500	•Mikrobioloog en verwante beroepe
•Nature conservation occupations	37	11	42	36	54900	75900	84000	25	90900	•Natuurbewaringsberoepe
•Environmental conservation occupations	35	11	42	39	58300	78000	94700	31	97400	•Omgewingsbewaringsberoepe
Environmental scientist	38	11	38	25	63500	75900	93000	20	98000	Omgewingswetenskaplike
Ecologist	33	11	47	14	49800	82000	106000	11	82800	Ekoloog
127 AGRICULTURE, FORESTRY & FOOD SCIENCE OCCUPATIONS	35	11	42	227	61100	78000	84700	186	97100	LANDBOU-, BOSBOU- EN VOEDSEL-WETENSKAPBEROEPE
•Agricultural occupations	35	11	42	173	60600	78100	84700	140	97100	•Landboukundige beroepe
Agricultural researcher	34	10	42	75	53700	72000	84300	66	92700	Landbounavorser
Agriculturist, agricultural scientist	35	13	43	53	65000	81300	95200	42	102400	Landboukundige, -wetenskaplike
Agricultural consultant, extention officer	38	14	42	45	65000	78000	84700	32	98900	Landbou-adviseur, -voorligter
•Animal scientist and related	35	13	42	13	62700	82500	96000	12	112300	•Veekundige en verwante beroepe
•Agronomical occupations	36	12	42	19	59200	84000	94100	14	93200	•Akkerboukundige beroepe
•Forestry occupations	37	14	45	13	67900	88000	102500	12	127100	•Bosboukundige beroepe
133 NATURAL SCIENCE TECHNICIANS	33	8	37	37	38200	47800	58400	29	58800	NATUURWETENSKAPLIKE TEGNICI
•Agricultural technician	38	12	38	15	41900	58400	70400	10	66000	•Landboutegnikus
139 NATURAL SCIENCE OCCUPATIONS N.E.C.			38	10	60900	75700	83400	10	84600	NATUURWETENSKAPLIKE BEROEPE N.E.G.
•Natural sciences researcher			38	10	60900	75700	83400	10	84600	•Natuurwetenskaplike navorser
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	31	8	42	1006	64300	84600	117000	872	112400	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	35	12	42	140	80900	99600	133600	116	141100	AARDWETENSKAPLIKE BEROEPE
•Geologist	36	12	42	132	80900	99600	133800	109	137900	•Geoloog
123 MATHEMATICAL & RELATED OCCUPATIONS	26	4	38	115	69800	89700	192000	104	114500	WISKUNDIGE EN VERWANTE BEROEPE
•Actuarial occupations	26	4	39	100	69800	92200	212400	90	115300	•Aktuariële beroepe
Actuary	29	7	42	53	105000	206300	248000	49	259500	Aktuaris
Actuary clerk, assistant	24	2	37	47	55900	70200	84500	41	86700	Aktuariële klerk, assistent
•Statistical occupations	27	4	38	11	59000	74100	95700	10	105100	•Statistiese beroepe
124 COMPUTER SCIENCE OCCUPATIONS	29	7	41	434	60000	81500	111200	368	107100	REKENAARWETENSKAPBEROEPE
•Computer programmer	26	4	41	160	48000	61100	85100	133	72800	•Rekenaarprogrammeerder
•Computer systems analyst & related	29	7	40	127	71000	82800	99300	102	108000	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.	33	12	41	147	78600	111000	143700	133	135000	•Rekenaarwetenskapberoepe n.e.g.
Soft ware systems engineer/developer	34	12	41	39	78000	97400	120000	35	128600	Sagtewarestelselingenieur/ -ontwikkelaar
Computer consultant	33	11	42	70	78600	120000	162600	62	150000	Rekenaarkonsultant
Information technology scientist	34	13	41	32	89000	109000	142400	30	145900	Inligtingstegnologie wetenskaplike
125 CHEMICAL SCIENCE OCCUPATIONS	33	9	39	94	62100	79300	104400	84	112400	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	33	9	40	86	62100	82900	105400	78	112400	•Chemikus
126 BIOLOGICAL SCIENCE OCCUPATIONS	35	10	44	71	54600	76400	109200	61	96200	BIOLOGIESE WETENSKAPLIKE BEROEPE
•Biologist	38	13	47	11	54600	78700	134000	11	110500	•Bioloog
•Botanical and related occupations	33	8	47	14	65000	72100	101400	12	100100	•Plantkundige en verwante beroepe
•Microbiologist & related occupations	29	6	38	10	45500	65300	76800			•Mikrobioloog en verwante beroepe
•Environmental conservation occupations	39	14	42	26	62300	98800	120000	22	115000	•Omgewingsbewaringsberoepe
Environmental scientist	39	16	42	23	62300	106000	120000	19	120000	Omgewingswetenskaplike
127 AGRICULTURE,FORESTRY & FOOD SCIENCE	35	10	45	146	61900	81300	102000	133	108800	LANDBOU-,BOSBOU- EN VOEDSELWETENSKAP
•Agricultural occupations	37	14	43	77	67300	83200	100600	70	115200	•Landboukundige beroepe
Agricultural researcher	33	8	44	14	56400	73400	123500	11	139800	Landbounavorser
Agriculturist, agricultural scientist	36	13	45	36	68700	84600	100000	34	112800	Landboukundige, -wetenskaplike
Agricultural consultant,extension officer	39	15	42	27	71400	83400	105600	25	107500	Landbou-adviseur, -voorligter
•Animal scientist and related	35	9	46	10	67200	91400	120000			•Veekundige en verwante beroepe
•Agronomical occupations	35	11	46	24	67100	94200	122300	24	123900	•Akkerboukundige beroepe
•Forestry occupations	31	8	47	13	58500	74000	97500	12	112400	•Bosboukundige beroepe
•Food scientist	26	3	40	15	35400	52200	80600	13	61100	•Voedselwetenskaplike
61 FARM MANAGER	30	6	55	65	35800	52400	73000	59	60000	PLAASBESTUURDER
133 NATURAL SCIENCE TECHNICIANS	28	5	38	18	39700	46100	58500	14	50700	NATUURWETENSKAPLIKE TEGNICI
139 NATURAL SCIENCE OCCUPATIONS N.E.C.	36	14	42	16	70900	85200	113500	14	116300	NATUURWETENSKAPLIKE BEROEPE N.E.G.
•Technical advisor, consultant	35	13	42	15	69700	80800	107000	13	112300	•Tegniese adviseur, konsultant
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued) (Vervolg)

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TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	37	15	47	146	80000	118800	178400	146	124400	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	45	22	47	21	78000	145000	180000	21	178400	AARDWETENSKAPLIKE BEROEPE
•Geologist	46	23	47	20	74000	145500	180500	20	179200	•Geoloog
124 COMPUTER SCIENCE OCCUPATIONS	34	12	46	94	80000	106600	170000	94	120000	REKENAARWETENSKAPBEROEPE
•Computer programmer	33	10	39	18	81000	107500	120000	18	115100	•Rekenaarprogrammeerder
•Computer systems analyst & related	34	11	43	16	92000	143000	168500	16	151900	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.	35	15	48	60	79500	100000	183000	60	123500	•Rekenaarwetenskapberoepe n.e.g.
Computer consultant	34	12	48	45	79900	100000	180000	45	124800	Rekenaarkonsultant
127 AGRICULTURE, FORESTRY & FOOD SCIENCE OCCUPATIONS	41	15	52	22	75000	100000	170000	22	108400	LANDBOU-, BOSBOU- EN VOEDSEL-WETENSKAPLIKE BEROEPE
•Agricultural occupations	45	16	53	12	72500	151500	189600	12	151500	•Landboukundige beroepe
61 FARMER	40	16	58	551	50000	80000	130000	542	84500	BOER
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(b)

TABEL 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	38	13	42	476	67300	82900	98400	393	103700	NATUURWETENSKAPLIKE BEROEPE
121 PHYSICAL SCIENCE OCCUPATIONS	47	24	42	23	63500	88000	100000	23	113500	FISIESE WETENSKAPLIKE BEROEPE
•Physicist	48	24	42	20	73200	94900	101000	21	117900	•Fisikus
122 GEOLOGICAL SCIENCE OCCUPATIONS	39	15	41	61	75300	87000	104000	49	111900	AARDWETENSKAPLIKE BEROEPE
•Geologist	39	15	42	38	70400	89500	106200	29	112700	•Geoloog
•Geological science occupations n.e.c.*	42	18	41	17	79100	85300	99800	14	109400	•Aardwetenskaplike beroepe n.e.g. *
123 MATHEMATICAL & RELATED OCCUPATIONS	42	21	41	17	84000	94600	107600	17	113600	WISKUNDIGE EN VERWANTE BEROEPE
124 COMPUTER SCIENCE OCCUPATIONS	32	8	41	54	62100	78400	95300	45	102300	REKENAARWETENSKAPBEROEPE
•Computer programmer	31	7	42	30	57700	73000	87700	24	92000	•Rekenaarprogrammeerder
•Computer systems analyst & related	36	15	40	13	79000	85400	104000	12	118400	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.	33	9	40	11	63000	83000	102000			•Rekenaarwetenskapberoepe n.e.g.
125 CHEMICAL SCIENCE OCCUPATIONS	37	14	39	39	60100	81000	102600	29	103000	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	37	14	40	32	62500	81900	105300	25	103000	•Chemikus
126 BIOLOGICAL SCIENCE OCCUPATIONS	40	13	43	111	65100	78200	94700	91	99700	BIOLOGIESE WETENSKAPLIKE BEROEPE
•Zoologist and related occupations	44	16	42	30	70900	78200	87500	24	102500	•Dierkundige en verwante beroepe
•Botanical and related occupations	40	18	43	15	52500	78000	101400	14	99300	•Plantkundige en verwante beroepe
•Nature conservation occupations	38	11	43	28	56300	78200	84400	20	94700	•Natuurbewaringsberoepe
•Environmental conservation occupations	37	12	42	24	73900	85200	98700	19	99700	•Omgewingsbewaringsberoepe
Environmental scientist	41	16	40	15	74900	84300	94700	13	99700	Omgewingswetenskaplike
127 AGRICULTURE,FORESTRY & FOOD SCIENCE OCCUPATIONS	36	13	42	171	65000	82200	92000	139	103700	LANDBOU-, BOSBOU- & VOEDSEL-WETENSKAPLIKE BEROEPE
•Agricultural occupations	36	12	42	131	65000	81300	84700	106	101900	•Landboukundige beroepe
Agricultural researcher	35	11	42	48	61300	79300	84300	43	97100	Landbounavorser
Agriculturist, agricultural scientist	37	15	44	38	74900	84100	98600	31	109200	Landboukundige, -wetenskaplike
Agricultural consultant,extension off	38	14	42	45	65000	78000	84700	32	98900	Landbou-adviseur, -voorligter
•Animal scientist and related	38	14	42	12	61600	83400	97700	11	112400	•Veekundige en verwante beroepe
•Agronomical occupations	49	27	46	13	59200	84500	97800			•Akkerboukundige beroepe
•Forestry occupations	38	14	46	12	68100	93400	103000	11	131600	•Bosboukundige beroepe
133 NATURAL SCIENCE TECHNICIANS	38	14	40	11	48000	51000	70000			NATUURWETENSKAPLIKE TEGNICI
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

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TABLE 1(b) (CONTINUED)

TABEL 1(b) (VERVOLG)

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	33	9	42	707	71900	92000	125000	625	124000	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	37	12	42	125	83600	104000	134000	106	145100	AARDWETENSKAPLIKE BEROEPE
•Geologist	37	12	42	118	83600	106500	134000	99	144600	•Geoloog
123 MATHEMATICAL & RELATED OCCUPATIONS	26	4	39	89	76000	99900	219000	80	121500	WISKUNDIGE EN VERWANTE BEROEPE
•Actuarial occupations	26	4	39	80	79700	103600	233600	72	121500	•Aktuariële beroepe
Actuary	29	7	42	48	132000	212400	251500	43	268000	Aktuaris
Actuary clerk, assistant	24	2	37	32	65200	74500	87100	29	92300	Aktuariële klerk, assistent
124 COMPUTER SCIENCE OCCUPATIONS	31	8	41	256	65000	87100	121000	224	118600	REKENAARWETENSKAPBEROEPE
•Computer programmer	27	3	40	88	49400	65400	95100	77	82100	•Rekenaarprogrammeerder
•Computer systems analyst & related	30	7	40	70	71900	83800	105000	56	111200	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.	35	13	42	98	84000	119700	155500	91	148900	•Rekenaarwetenskapberoepe n.e.g.
Soft ware systems engineer/developer	36	13	42	28	81500	104600	123900	26	130100	Sagtewarestelselingenieur/ -ontwikkelaar
Computer consultant	33	13	42	45	79500	130000	169000	42	164200	Rekenaarkonsultant
Information technology scientist	38	16	41	24	87600	114400	149600	22	145900	Inligtingstegnologie wetenskaplike
125 CHEMICAL SCIENCE OCCUPATIONS	36	13	39	60	73400	84500	110900	55	124500	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	37	14	39	54	75000	88200	116300	50	127000	•Chemikus
126 BIOLOGICAL SCIENCE OCCUPATIONS	38	14	46	45	70000	101400	120000	39	120300	BIOLOGIESE WETENSKAPLIKE BEROEPE
•Environmental conservation occupations	42	20	45	20	77100	109600	126000	17	120300	•Omgewingsbewaringsberoepe
Environmental scientist	43	21	45	18	97700	113400	132000	15	128500	Omgewingswetenskaplike
127 AGRICULTURE,FORESTRY & FOOD SCIENCE OCCUPATIONS	35	12	45	126	70000	84700	108000	115	119000	LANDBOU-,BOSBOU- EN VOEDSEL-WETENSKAPLIKE BEROEPE
•Agricultural occupations	37	14	43	71	70000	83400	106100	65	116900	•Landboukundige beroepe
Agricultural researcher	35	10	44	10	70000	92900	126800			Landbounavorser
Agriculturist, agricultural scientist	36	13	45	36	68700	84600	100000	34	112800	Landboukundige, -wetenskaplike
Agricultural consultant,extension off	39	15	42	25	72800	83400	105600	23	107500	Landbou-adviseur, -voorligter
•Agronomical occupations	35	11	46	22	70200	95800	124000	22	125300	•Akkerboukundige beroepe
•Forestry occupations	31	8	47	13	58500	74000	97500	12	112400	•Bosboukundige beroepe
61 FARM MANAGER	30	6	57	51	33200	52400	74000	48	60200	PLAASBESTUURDER
139 NATURAL SCIENCE OCCUPATIONS N.E.C.	41	19	43	12	79000	98900	122100	11	126100	NATUURWETENSKAPLIKE BEROEPE N.E.G.
•Technical advisor, consultant	36	14	42	11	77300	95700	120000	10	123200	•Tegniese adviseur, konsultant
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

TABLE 1(b) (CONTINUED)

SELF-EMPLOYED MEN

TABEL 1(b) (VERVOLG)

SELFGEËMPLOJEERDE MANS

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	39	15	48	115	90000	120000	180000	115	138800	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	45	21	47	20	79000	145500	180500	20	179200	AARDWETENSKAPLIKE BEROEPE
•Geologist	45	22	46	19	78000	146000	181000	19	180000	•Geoloog
124 COMPUTER SCIENCE OCCUPATIONS	35	12	46	65	94000	120000	180000	65	129500	REKENAARWETENSKAPBEROEPE
•Computer programmer	35	10	46	13	92000	120000	124000	13	120000	•Rekenaarprogrammeerder
•Computer systems analyst & related	34	11	45	11	80000	100000	169000	11	140000	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c. Computer consultant	36 35	15 11	48 48	41 29	96000 96000	120000 113200	190000 190000	41 29	148800 148800	•Rekenaarwetenskapberoepe n.e.g. Rekenaarkonsultant
127 AGRICULTURE,FORESTRY & FOOD SCIENCE	41	15	52	21	80000	100000	170000	21	110000	LANDBOU-,BOSBOU- EN VOEDSELWETENSKAP
•Agricultural occupations	45	16	53	12	72500	151500	189600	12	151500	•Landboukundige beroepe
61 FARMER	40	17	58	501	50000	80000	130000	492	89700	BOER
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

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TABLE 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(c)

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUE WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
12 NATURAL SCIENCE OCCUPATIONS	31	8	39	240	49100	64700	81100	196	77200	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	28	5	38	17	53200	65000	83200	11	78000	AARDWETENSKAPLIKE BEROEPE
123 MATHEMATICAL & RELATED OCCUPATIONS	34	12	37	17	59900	75300	87500	15	86500	WISKUNDIGE EN VERWANTE BEROEPE
•Statistical occupations	33	12	37	16	51100	71600	86800	14	79100	•Statistiese beroepe
124 COMPUTER SCIENCE OCCUPATIONS	29	7	38	41	56500	71500	81000	37	82800	REKENAARWETENSKAPBEROEPE
•Computer programmer	28	6	37	27	50700	71200	77200	26	80900	•Rekenaarprogrammeerder
125 CHEMICAL SCIENCE OCCUPATIONS	30	8	40	35	49400	66400	79000	30	79100	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	30	9	40	26	49800	66200	79000	22	82000	•Chemikus
126 BIOLOGICAL SCIENCE OCCUPATIONS	32	9	41	71	46100	58200	78000	54	78300	BIOLOGIESE WETENSKAPLIKE BEROEPE
•Biologist	32	11	42	13	46400	55400	87000	10	74100	•Bioloog
•Zoologist and related occupations	43	20	42	12	53400	71100	83400	10	82300	•Dierkundige en verwante beroepe
•Botanical and related occupations	30	8	42	10	46100	51200	63000			•Plantkundige en verwante beroepe
•Microbiologist & related occupations	30	6	38	14	38500	54500	77800	10	83900	•Mikrobioloog en verwante beroepe
•Environmental conservation occupations	33	10	42	14	46800	57300	86300	12	83600	•Omgewingsbewaringsberoepe
127 AGRICULTURE,FORESTRY & FOOD SCIENCE	32	7	40	51	50800	61100	78000	44	69200	LANDBOU-,BOSBOU- EN VOEDSELWETENSKAP
•Agricultural occupations	32	7	39	38	52000	57300	79300	32	69200	•Landboukundige beroepe
Agricultural researcher	33	10	40	27	52000	55200	83400	23	69100	Landbounavorser
Agriculturist, agricultural scientist	26	5	39	11	50200	58500	78000			Landboukundige, -wetenskaplike
133 NATURAL SCIENCE TECHNICIANS	30	7	37	24	35400	42900	53300	20	57200	NATUURWETENSKAPLIKE TEGNICI
OCCUPATION	A	E	H	N**	25%	Me	75%	N**	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

(Continued)

(Vervolg)

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TABLE 1(c) (CONTINUED)

FEMALE EMPLOYEES: PRIVATE SECTOR

TABEL 1(c) (VERVOLG)

VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	28	6	40	285	52500	70000	90600	234	83600	NATUURWETENSKAPLIKE BEROEPE
122 GEOLOGICAL SCIENCE OCCUPATIONS	29	8	42	12	65400	86500	117700			AARDWETENSKAPLIKE BEROEPE
•Geologist	30	8	42	11	59400	85800	107600			•Geoloog
123 MATHEMATICAL & RELATED OCCUPATIONS	25	4	38	25	52500	61100	84500	23	77900	WISKUNDIGE EN VERWANTE BEROEPE
Actuary clerk, assistant	25	3	38	14	52700	58500	70200	11	77700	Aktuariële klerk, assistent
124 COMPUTER SCIENCE OCCUPATIONS	29	7	40	176	55200	75000	94600	142	89700	REKENAARWETENSKAPBEROEPE
•Computer programmer	26	5	41	72	46600	59000	74500	56	67200	•Rekenaarprogrammeerder
•Computer systems analyst & related	29	7	38	57	69000	79800	91000	46	94000	•Rekenaarstelselanalis & verwant
•Computer science occupations n.e.c.*	32	10	41	47	63800	97400	124000	40	124200	•Rekenaarwetenskapberoepe n.e.g.*
Soft ware systems engineer/developer	32	11	39	10	65000	87600	97400			Sagtewarestelselingenieur/ ontwikkelaar
Computer consultant	32	10	41	25	65000	112800	135200	20	120400	Rekenaarkonsultant
125 CHEMICAL SCIENCE OCCUPATIONS	28	5	41	33	48600	67600	84000	28	72700	CHEMIESE WETENSKAPLIKE BEROEPE
•Chemist	27	4	41	31	48000	66800	88400	27	72300	•Chemikus
126 BIOLOGICAL SCIENCE OCCUPATIONS	29	7	41	24	52500	66900	75700	20	79700	BIOLOGIESE WETENSKAPLIKE BEROEPE
127 AGRICULTURE, FORESTRY & FOOD SCIENCE	25	3	45	15	29900	43900	52200	14	47900	LANDBOU-, BOSBOU- EN VOEDSELWETENSKAP
61 FARM MANAGER	27	4	46	11	36000	50400	72300			PLAASBESTUURDER
133 NATURAL SCIENCE TECHNICIANS	28	7	38	12	38300	45800	49500	10	47800	NATUURWETENSKAPLIKE TEGNICI
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED WOMEN

SELFGEËMPLOJEERDE VROUE

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
12 NATURAL SCIENCE OCCUPATIONS	34	12	42	29	60000	95000	146000	29	95000	NATUURWETENSKAPLIKE BEROEPE
124 COMPUTER SCIENCE OCCUPATIONS	33	12	38	27	60000	100000	166600	27	100000	REKENAARWETENSKAPBEROEPE
Computer consultant	34	12	44	14	60000	100000	170000	14	100000	Rekenaarkonsultant
61 FARMER	38	10	66	14	30000	55000	100000	14	60000	BOER
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

TABEL 2

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
12 NATURAL SCIENCE OCCUPATIONS																**NATUURWETENSKAPLIKE BEROEPE**
Johannesburg	13	46	79500	36	94200	10	189	97400	161	126200	13	31	167600	31	170000	Johannesburg
Pretoria	11	220	79400	180	96200	7	143	86200	123	110000	18	30	130000	30	142400	Pretoria
Rest:Gauteng	10	34	63200	29	77200	9	148	85400	128	118700	12	18	100000	18	100000	Res:Gauteng
Mpumalanga	9	31	70700	27	92000	11	54	87300	49	120700						Oos-Transvaal
Northern Prov.	9	13	60300			5	15	80100	14	113900						Noord-Prov.
North West	12	44	83200	44	94700	9	38	86100	32	101100						Noordwes
Durban,Pinetown	9	17	73100	15	107300	9	43	77900	35	100900	15	10	129100	10	149700	Durban,Pinetown
R:KwaZulu/Natal	10	44	78000	31	89000	10	45	78000	40	105400	18	13	79200	13	79200	R:KwaZulu/Natal
Eastern Cape	10	55	78000	44	94600	6	30	77100	28	94400						Oos-Kaap
Cape Town	14	87	77000	73	94400	7	167	81000	145	106200	12	17	90000	17	94000	Kaapstad
R:Western Cape	13	79	82800	63	99700	8	65	80600	57	105500	16	11	100000	11	124800	Res:Wes-Kaap
Northern Cape	11	12	80000			13	29	91000	25	126700						Noord Kaap
Free State	10	47	71500	38	93600	8	40	82300	35	97300						Vrystaat
•Geologist																•Geoloog
Johannesburg						14	30	113600	26	145500						Johannesburg
Pretoria	9	17	81300	13	95400	14	11	124000								Pretoria
Rest:Gauteng						15	23	111600	18	153500						Res:Gauteng
North West						11	11	114800								Noordwes
Northern Cape						16	18	102000	15	149000						Noord Kaap
•Actuary																•Aktuaris
Johannesburg						16	12	233000	12	325800						Johannesburg
Cape Town						10	27	228200	25	272600						Kaapstad
124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
Johannesburg						10	103	93400	83	123900	10	25	145000	25	157700	Johannesburg
Pretoria	8	49	77700	41	92200	6	93	85000	81	106400	12	25	146000	25	164400	Pretoria
Rest:Gauteng						8	73	84600	64	107600	12	15	100000	15	100000	Res:Gauteng
Mpumalanga						7	10	65800								Oos-Transvaal
Durban,Pinetown						10	19	77900	15	106500						Durban,Pinetown
Eastern Cape						7	12	70600	11	96600						Oos-Kaap
Cape Town						8	78	74700	65	86000	11	11	90000	11	94000	Kaapstad
R:Western Cape						4	16	65300	14	79400						Res:Wes-Kaap
•Computer programmer																•Rekenaarprogrammeerder
Johannesburg						3	32	57000	25	60000						Johannesburg
Pretoria	6	33	75000	30	88700	5	35	73700	26	78800						Pretoria
Rest:Gauteng						4	26	72100	22	77900						Res:Gauteng
Cape Town						6	36	52800	32	64000						Kaapstad
•Computer systems analyst & related occupations																•Rekenaarstelselanalis & verwante beroepe
Johannesburg						8	25	99600	18	122000						Johannesburg
Pretoria	16	10	98100			6	29	83200	27	106400						Pretoria
Rest:Gauteng						8	24	85000	19	122600						Res:Gauteng
Cape Town						9	19	81000	14	111000						Kaapstad

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEEMPLOJEERD				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
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TABLE 2 (CONTINUED)

TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Chemist																•Chemikus
Pretoria	13	27	76900	20	107200											Pretoria
Rest:Gauteng						9	28	90400	24	130000						Res:Gauteng
Durban,Pinetown						10	10	83500								Durban,Pinetown
•Agricultural occupations																•Landboukundige beroepe
Pretoria	12	35	72000	29	87600											Pretoria
Mpumalanga	10	13	68600	12	91900	16	12	91400	12	129000						Oos-Transvaal
North West	15	24	83700	24	101600	9	10	69200	10	91400						Noordwes
R:KwaZulu/Natal	11	18	73000	12	88600											R:KwaZulu/Natal
Eastern Cape	15	19	81800	15	102500											Oos-Kaap
R:Western Cape	13	24	80800	16	101300	16	13	83400	11	120600						Res:Wes-Kaap
Free State	11	19	78100	16	98100	14	12	92000	11	120000						Vrystaat
61 FARMER, FARM MANAGER																BOER, PLAASBESTUURDER
Rest:Gauteng											19	10	68700	10	73500	Res:Gauteng
Mpumalanga											20	39	90000	38	93000	Oos-Transvaal
Northern Prov.											15	27	66000	28	83800	Noord-Prov.
North West											20	69	80000	70	95000	Noordwes
R:KwaZulu/Natal											19	71	83000	67	90000	R:KwaZulu/Natal
Eastern Cape											16	72	60000	71	70000	Oos-Kaap
R:Western Cape						4	18	44500	16	61800	17	108	85000	104	89700	Res:Wes-Kaap
Northern Cape											14	70	67500	69	70000	Noord Kaap
Free State											15	69	100000	70	105400	Vrystaat

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience
** See Page 5 for complete list of regions

** Mediaan jare werkervaring
** Kyk bladsy 5 vir volledige lys van gebiede

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TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

TABEL 3

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				POS-VLAK
	**	SALARY		PACKAGE	**	SALARY		PACKAGE	**	SALARY		PACKAGE	
		N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
12 NATURAL SCIENCE OCCUPATIONS													**NATUURWETENSKAPLIKE BEROEPE**
Junior	3	100	48100	75	58600	2	191	55900	165	72300					Junior
Middle	10	334	72500	282	91500	8	440	80900	380	107300	9	20	115100	20	119600	Middel
Senior	18	242	84700	199	105600	14	277	113500	243	144500	17	37	162000	37	166000	Senior
Top	25	34	98300	27	139800	20	67	141100	61	185800	15	77	100000	77	124800	Top
•Geologist															•Geoloog
Junior						2	19	62300	18	77100					Junior
Middle	9	23	79000	19	89800	8	52	89400	42	126500					Middel
Senior	18	17	104000	12	134900	17	52	130400	42	175400					Senior
Top											19	14	148000	14	183000	Top
•Actuarial occupations															•Aktuariële beroepe
Junior						2	48	70500	41	86700					Junior
Middle						3	22	132000	21	174800					Middel
Senior						13	20	239500	18	277900					Senior
124 COMPUTER SCIENCE OCCUPATIONS															**REKENAARWETENSKAPBEROEPE**
Junior	3	10	57100			2	72	49500	62	57300					Junior
Middle	7	54	71700	47	88200	7	224	78000	186	105000	10	18	115100	18	119600	Middel
Senior	14	28	83200	24	99600	12	109	111600	98	136800	14	26	164800	26	167000	Senior
Top						13	16	141500	16	179100	15	44	98000	44	120000	Top
•Computer programmer															•Rekenaarprogrammeerder
Junior	3	10	57100			2	50	47800	43	53300					Junior
Middle	6	35	71200	31	84800	6	77	68800	60	83000					Middel
Senior	13	12	83900	12	95600	8	26	87000	24	101100					Senior
•Computer systems analyst & related															•Rekenaarstelselanalis & verwante
Junior						2	11	58500							Junior
Middle						6	74	78000	59	103600					Middel
Senior	14	11	83600			11	36	90200	31	124800					Senior

POST LEVEL / RIENCE	**	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET		
		OPENBARE SEKTOR				
		PRIVATE SEKTOR				
		SELFGEEMPLOJEERD				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
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TABLE 3 (CONTINUED) TABEL 3 (VERVOLG)

POST LEVEL	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				POS-VLAK
	••	SALARY		PACKAGE	••	SALARY		PACKAGE	••	SALARY		PACKAGE	
		N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
126 BIOLOGICAL SCIENCE OCCUPATIONS														**BIOLOGIESE WETENSKAPLIKE BEROEPE**
Junior	3	26	44500	19	53400	3	12	52800	10	80800					Junior
Middle	10	79	66200	64	80400	10	25	70000	23	84800					Middel
Senior	20	68	84000	56	102100	13	17	97700	13	120700					Senior
Top						19	16	120000	14	166300					Top
127 AGRICULTURE, FORESTRY & FOOD SCIENCE														**LANDBOU-, BOSBOU- EN VOEDSELWETENSKAPLIKE**
Junior	4	29	54000	24	65400	2	24	48400	21	69800					Junior
Middle	11	109	74900	90	92600	10	67	74800	62	100200					Middel
Senior	17	72	84300	59	107400	17	39	100000	35	128500					Senior
Top	16	12	85700			22	13	138500	12	168200	17	14	105000	14	112500	Top
•Agricultural occupations														•Landboukundige beroepe
Junior	4	23	50200	19	61800	3	10	58900	10	71500					Junior
Middle	11	82	78000	66	93900	12	39	78000	35	106400					Middel
Senior	17	54	84000	44	104000	20	23	106100	20	133400					Senior
61 FARMER, FARM MANAGER														**BOER, PLAASBESTUURDER**
Middle						4	17	49900	15	67300	6	16	52200	15	60000	Middel
Senior						4	18	49000	16	58100	11	53	75000	51	75000	Senior
Top						11	18	63000	17	63000	18	365	86000	361	96000	Top

POST LEVEL / RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median years work experience •• Mediaan jare werkervaring

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TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

TABEL 4

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWERSEKTOR

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
12 NATURAL SCIENCE OCCUPATIONS																**NATUURWETENSKAPLIKE BEROEPE**
< 3	39	67	44700	52	55700	41	191	54000	164	63600						< 3
3 - 7	41	193	60200	161	75600	41	284	74800	236	94300	45	27	90000	27	107900	3 - 7
8 - 12	42	152	77100	122	95400	40	208	88700	178	120300	46	43	100000	43	120000	8 - 12
13 - 17	42	103	84000	88	106700	42	138	98900	124	132300	44	28	96000	28	100000	13 - 17
18 - 22	41	63	87500	49	107100	43	74	120900	68	154700	47	17	125000	17	158000	18 - 22
23+	41	175	95200	140	115000	42	143	128000	125	161000	43	51	120000	52	120000	23+
•Geologist																•Geoloog
< 3						40	18	60300	15	78400						< 3
3 - 7	40	10	68400			42	23	83600	19	115700						3 - 7
8 - 12	42	11	83200			41	28	89900	21	130400						8 - 12
13 - 17						42	21	115800	18	176300						13 - 17
18 - 22						43	12	136000	11	195000						18 - 22
23+	37	10	109500			45	28	140000	23	180000	37	16	70000	16	70000	23+
•Actuarial occupations																•Aktuariële beroepe
< 3						38	38	70500	33	82300						< 3
3 - 7						38	34	99600	31	115900						3 - 7
23+						44	10	276400	10	352900						23+
124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
< 3	37	11	48400	11	57200	42	88	49500	76	59300						< 3
3 - 7	38	36	70400	33	84800	40	136	72200	108	89800	45	23	90000	23	107900	3 - 7
8 - 12	38	20	77500	17	101500	38	102	91600	85	121000	38	32	100000	32	115800	8 - 12
13 - 17	40	14	76600	11	96500	39	60	95600	51	131900	42	17	96000	17	96000	13 - 17
18 - 22	42	13	104000	11	140700	42	32	116100	28	153800	44	10	173800	10	180000	18 - 22
23+	39	10	97000			40	41	130000	39	152000	46	21	120000	21	120000	23+
•Computer programmer																•Rekenaarprogrammeerder
< 3						42	58	48100	48	55300						< 3
3 - 7	40	24	70600	21	84800	41	53	65800	42	73500						3 - 7
8 - 12	38	12	74600			38	33	84500	29	105600						8 - 12
13 - 17						39	14	92900	12	132300						13 - 17
•Computer systems analyst & related occupations																•Rekenaarstelselanalis & verwante beroepe
< 3						42	15	64300	15	81300						< 3
3 - 7						39	50	76700	39	103600						3 - 7
8 - 12						38	33	86400	24	121400						8 - 12
13 - 17						38	15	88300	12	124900						13 - 17

YEARS WORK EXPE-RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median hours worked per week
(Continued)

** Mediaan ure per week gewerk
(Vervolg)

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TABLE 4 (CONTINUED) TABEL 4 (VERVOLG)

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Chemist																•Chemikus
< 3						41	14	47200	13	52200						< 3
3 - 7	42	13	53700	10	58900	40	23	71000	18	79700						3 - 7
8 - 12	39	14	68400	10	88600	40	14	86100	14	122400						8 - 12
13 - 17	37	10	81700			39	12	92100	12	133600						13 - 17
23+	38	14	97000	11	117800	40	19	123900	17	155900						23+
126 BIOLOGICAL SCIENCE OCCUPATIONS																BIOLOGIESE WETENSKAPLIKE BEROEPE
< 3	39	16	35500	11	36800	39	10	45200								< 3
3 - 7	42	43	51900	34	62100	42	21	70000	17	85200						3 - 7
8 - 12	43	44	73400	35	95400	42	13	75000	12	97900						8 - 12
13 - 17	42	18	83700	16	93900	44	12	91900	11	92400						13 - 17
18 - 22	42	20	83800	16	101600											18 - 22
23+	42	48	87300	36	108900	45	14	111800	12	124300						23+
•Agricultural occupations																•Landboukundige beroepe
3 - 7	41	54	58000	45	75800	42	17	65900	16	89400						3 - 7
8 - 12	42	39	79300	30	94100	45	14	82700	14	110500						8 - 12
13 - 17	45	26	84100	22	106500	46	16	83700	16	119900						13 - 17
23+	42	44	91200	38	118300	43	19	98600	13	123900						23+
61 FARMER, FARM MANAGER																BOER, PLAASBESTUURDER
< 3						58	14	35900	13	39200	61	21	30000	18	49000	< 3
3 - 7						55	20	50100	18	62200	61	78	60000	76	61800	3 - 7
8 - 12						53	14	58700	11	60000	58	99	72000	96	79400	8 - 12
13 - 17											58	83	83000	81	90000	13 - 17
18 - 22											58	73	90000	72	90000	18 - 22
23+											57	182	100000	184	100000	23+

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median hours worked per week •• Mediaan ure per week gewerk

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TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES VOLGENS BEROEP, WERKURE EN WERKGEWERSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK-URE
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
12 NATURAL SCIENCE OCCUPATIONS												NATUURWETENSKAPLIKE BEROEPE	
1 - 14					11	31000			12	46000	13	46000	1 - 14
15 - 29	32	41800	24	47900	41	60000	33	67600	16	49000	16	49000	15 - 29
30 - 44	502	75300	416	92400	683	80600	579	106000	53	145000	53	162000	30 - 44
45+	224	81000	177	102300	310	99600	283	129100	90	100000	90	120000	45+
124 COMPUTER SCIENCE OCCUPATIONS												REKENAARWETENSKAPBEROEPE	
15 - 29					23	67600	19	67600					15 - 29
30 - 44	76	72800	65	84800	315	79000	263	104900	40	127000	40	137500	30 - 44
45+	20	78100	16	102800	113	89100	101	122500	51	100000	51	120000	45+
61 FARMER, FARM MANAGER												BOER, PLAASBESTUURDER	
15 - 29									15	36000	15	38800	15 - 29
30 - 44					13	65000	10	74600	43	90000	42	95000	30 - 44
45+					51	46800	48	60000	484	80000	477	84000	45+

WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK-URE
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPLOJEERD				

TABLE 6

MEDIAN INCOME OF FULL TIME EMPLOYEES AND SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND ECONOMIC SECTOR

TABEL 6

MEDIAAN INKOMSTE VAN VOLTYDSE WERKNEMERS EN SELFGEËMPLOJEERDE PERSONE VOLGENS BEROEP EN EKONOMIESE SEKTOR

ECONOMIC SECTOR**	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
12 NATURAL SCIENCE OCCUPATIONS																**NATUURWETENSKAPLIKE BEROEPE**
Agriculture	11	471	78100	399	98000	15	18	100000	18	108400	11	489	78200	417	99200	Landbou
Mining	11	178	95800	141	135500	22	12	127500	12	139000	12	190	96900	153	135500	Mynbou
Manufacturing	9	199	79800	168	107500	15	17	120000	17	120000	9	216	81400	185	108800	Fabriekswese
Electricity	10	81	79000	72	105500						10	82	79500	73	107400	Elektrisiteit
Construction	8	19	78000	16	88900						10	28	88600	25	103000	Konstruksie
Commerce	10	68	83200	59	112000						10	77	84000	68	111000	Handel
Transport	5	43	77000	39	107000						5	45	77000	41	107000	Vervoer
Finance,business	6	426	80900	372	103500	11	63	115200	63	129500	7	489	84600	435	106700	Besigheiddiens
Community serv.	12	213	75300	173	88100						12	220	75300	180	87800	Gemeenskapsdie
•Geologist																•Geoloog
Mining	12	128	99100	102	137800						12	136	99100	110	137500	Mynbou
Construction	9	10	81000								13	14	86000	12	110300	Konstruksie
Finance,business	10	13	87300	11	95400						10	14	89700	12	101000	Besigheiddiens
124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
Agriculture	7	11	64800	11	82000						7	12	64800	12	79200	Landbou
Mining	7	21	86400	17	115100						8	24	93700	20	128600	Mynbou
Manufacturing	8	74	79500	61	96600	14	12	120000	12	120000	9	86	81500	73	102200	Fabriekswese
Electricity	4	25	70200	21	96500						4	25	70200	21	96500	Elektrisiteit
Commerce	10	55	92400	46	126100						10	64	93300	55	123900	Handel
Transport	5	38	79200	35	110000						6	40	79200	37	110000	Vervoer
Finance,business	7	247	81000	211	105600	11	58	100000	58	124400	8	305	86500	269	108600	Besigheiddiens
Community serv.	8	43	65000	35	78000						10	48	66000	40	79300	Gemeenskapsdie
•Computer programmer																•Rekenaarprogrammeerder
Manufacturing	6	28	71300	22	85000						6	29	73900	23	87800	Fabriekswese
Electricity	3	12	57000	11	70500						3	12	57000	11	70500	Elektrisiteit
Commerce	7	15	74400	13	112000						7	18	77700	16	103300	Handel
Transport	3	15	71300	14	89800						4	16	71400	15	91400	Vervoer
Finance,business	4	97	57700	79	66800	12	10	107600	10	110600	5	107	60000	89	68800	Besigheiddiens
Community serv.	7	27	60000	23	72200						7	27	60000	23	72200	Gemeenskapsdie
•Computer systems analyst & related																•Rekenaarstelselanalis & verwante
Mining	5	11	86400								5	11	86400			Mynbou
Manufacturing	9	31	79800	26	95800						10	32	80400	27	97600	Fabriekswese
Electricity	7	11	83400								7	11	83400			Elektrisiteit
Commerce	7	19	75000	16	96800						7	20	76500	17	92600	Handel
Finance,business	9	54	91100	45	118400	11	12	120000	12	148900	10	66	96800	57	120000	Besigheiddiens
Community serv.											14	10	93900			Gemeenskapsdie
Computer consultant																Rekenaarkonsultant
Manufacturing											12	10	95500	10	106600	Fabriekswese
Commerce	21	10	148400								19	15	154700	13	198300	Handel
Finance,business	10	55	119300	49	140700	10	30	100000	30	129800	10	85	114400	79	130000	Besigheiddiens

ECONOMIC SECTOR**	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR**
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience
** See Page 6 for complete list of economic sectors

** Mediaan jare werkervaring
** Kyk bladsy 6 vir volledige lys van ekonomiese sektore

(Continued)

(Vervolg)

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TABLE 6 (CONTINUED) TABEL 6 (VERVOLG)

ECONOMIC SECTOR	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Chemist																•Chemikus
Mining	11	11	88400								11	11	88400			Mynbou
Manufacturing	9	71	78200	63	101100						9	74	78500	66	101400	Fabriekswese
Electricity	13	17	83700	16	122900						13	18	85800	17	125000	Elektrisiteit
Finance,business	8	16	68500	15	79100						8	16	68500	15	79100	Besigheiddiens
Community serv.	14	24	75500	18	91200						14	24	75500	18	91200	Gemeenskapsdie
126 BIOLOGICAL SCIENCE OCCUPATIONS																BIOLOGIESE WETENSKAPLIKE BEROEPE
Agriculture	11	103	70200	83	95900						11	103	70200	83	95900	Landbou
Manufacturing	9	12	77800								9	12	77800			Fabriekswese
Electricity	12	17	84000	15	120000						12	17	84000	15	120000	Elektrisiteit
Finance,business	9	19	60200	17	78500						9	19	60200	17	78500	Besigheiddiens
Community serv.	12	84	75300	68	85900						12	84	75300	68	85900	Gemeenskapsdie
•Environmental conservation occupations																•Omgewingsbewaringsberoepe
Agriculture	12	13	75300	11	75300						12	13	75300	11	75300	Landbou
Electricity	10	14	96300	12	120100						10	14	96300	12	120100	Elektrisiteit
Community serv.	9	19	74900	16	88500						9	19	74900	16	88500	Gemeenskapsdie

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience

** Mediaan jare werkervaring

TABLE 7

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

TABEL 7

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPERIENCE	MALE					FEMALE					TOTAL					JARE WERKERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
0 - 5	39	19	57700	17	77200	37	15	71300	15	83500	38	34	58200	32	77600	0 - 5
6 - 10	42	13	81300	11	107000	37	13	72000	12	81300	40	26	76900	23	92200	6 - 10
126 BIOLOGICAL SCIENCE OCCUPATIONS																**BIOLOGIESE WETENSKAPLIKE BEROEPE**
0 - 5	44	19	51000	18	55200	38	17	40100	10	45500	42	36	46100	28	53200	0 - 5
6 - 10	42	24	73900	18	94700	42	25	52900	19	66000	42	49	60200	37	78500	6 - 10
11 - 20	44	27	84000	23	101400	42	17	82000	16	89500	42	45	83400	39	97400	11 - 20
21 +	42	41	94700	32	111800	42	12	75000			42	53	87000	41	108200	21 +
•Agricultural occupations																•Landboukundige beroepe
0 - 5	42	32	60500	23	80000	39	16	53700	14	65100	42	48	54300	37	73700	0 - 5
11 - 20	45	34	83900	25	107100	46	11	83400			45	45	83900	34	103200	11 - 20

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
0 - 5	42	101	60000	89	76300	42	69	55500	55	63100	42	170	58200	144	72700	0 - 5
6 - 10	38	57	99300	46	125900	38	59	84000	48	106000	38	116	89800	94	118600	6 - 10
11 - 20	41	55	108300	48	149500	41	44	96700	35	124800	41	100	101500	84	131300	11 - 20
•Computer programmer																•Rekenaarprogrammeerder
0 - 5	41	53	51700	45	60800	42	40	49200	32	57100	42	93	51000	77	58600	0 - 5
6 - 10	38	16	106800	14	126900	38	22	70200	17	78000	38	38	84800	31	96600	6 - 10
•Computer systems analyst & related																•Rekenaarstelselanalis & verwante
0 - 5	40	26	71900	23	89600	40	19	75000	15	87000	40	45	72000	38	87200	0 - 5
6 - 10	38	22	98400	16	120500	38	21	78100	18	103000	38	43	85000	34	115200	6 - 10
11 - 20	42	13	88400			41	15	88300	11	124800	42	28	88300	20	124200	11 - 20
Computer consultant																Rekenaarkonsultant
11 - 20	38	11	162600			40	10	142600			39	21	150000	17	172300	11 - 20

SELF-EMPLOYED

SELFGEEMPLOJEERD

124 COMPUTER SCIENCE OCCUPATIONS																**REKENAARWETENSKAPBEROEPE**
6 - 10	48	19	120000	19	140000	38	11	100000	11	115200	44	30	115100	30	121100	6 - 10
11 - 20	46	19	113900	19	164400	43	14	97500	14	97500	45	33	100000	33	124800	11 - 20
YEARS WORK EXPERIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

** Median hours worked per week

** Mediaan ure per week gewerk

TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	**	S		P		**	S		P		**	S		P		**	S		P		**	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•Computer programmer / •Rekenaarprogrammeerder																									
Private Sector / Privaatsektor																									
Asian / Asier	42	12	57100	10	66800	38	34	76400	28	94600	40	21	93200	18	132300						41	14	58800	11	69800
White / Blank	42	77	51000	63	59300																41	138	64200	114	74700
•Chemist / •Chemikus																									
Private Sector / Privaatsektor																									
Asian / Asier	41	22	57000	18	63100	41	12	84100	13	128100	39	14	92100	14	132000	40	19	121100	17	154200	38	12	81700	11	95000
White / Blank																					40	67	84500	62	119700

** Median hours worked per week S: Salary P: Package

** Mediaan ure per week gewerk S: Salaris P: Pakket

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TABLE 9

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

TABEL 9

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
NATURAL SCIENCES (General)																**NATUURWETENSKAPPE (Algemeen)**
B-degree	12	224	67300	171	83800	10	545	90000	481	120000	15	114	100000	114	104400	B-graad
Hons-degree	10	354	72700	273	87200	9	351	89300	303	126200	14	66	108000	65	120000	Hons-graad
M-degree	14	319	81300	261	98200	14	133	109000	117	145200	18	39	135000	39	151900	M-graad
D-degree	24	277	101200	229	122300	22	67	132300	60	184200	29	20	147500	18	169300	D-graad
AGRICULTURE																**LANDBOU**
B-degree	10	67	67900	51	93100	9	167	75400	147	103000	14	197	80000	191	90600	B-graad
Hons-degree	9	118	72000	93	89300	8	90	76500	83	100900	12	56	95500	53	106800	Hons-graad
M-degree	14	125	84300	109	106500	18	65	112800	62	148800	23	41	100000	41	110000	M-graad
D-degree	26	74	101400	61	128700	24	13	135600	12	184100						D-graad
DOMESTIC SCIENCE																**HUISHOUDKUNDE**
B-degree	8	16	65100	10	71900	5	11	34200	11	51000						B-graad
Hons-degree	17	16	73000	13	78300											Hons-graad

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

The following reports on the remuneration of graduates in 1994 are available:

1 *Main report*: Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2 Short report: Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included.

3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4 Natural science, computer and agricultural occupations
5 Medical and health science occupations
6 Education occupations
7 Human resources, financial, economic and sales occupations
8 Legal, religious, social sciences and other humanities
9 Managerial, administrative and clerical occupations. Managers, according to managerial level

Die volgende verslae oor die vergoeding van gegraduandes in 1994 is beskikbaar:

1 *Hoofverslag*: Sluit alle groepe in. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word ook ingesluit.
2 *Kort verslag*: Sluit alle beroepe in, maar gee nie besonderhede vir al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

Beroepsgroepverslae: Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

3 Ingenieurs, argitekte, hoeveelheidsopnemers, stads- en streeksbeplanners en landmeters
4 Natuurwetenskaplike, rekenaar- en landboukundige beroepe
5 Mediese en gesondheidsorgberoepe
6 Onderwysberoepe
7 Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
8 Regs-, godsdiens-, sosiale en ander geesteswetenskaplike beroepe
9 Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak onderverdeel.

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